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UNIVERSITY

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**Office of the Vice-Rector
Institutional Relations & Finance**

INTERNAL MEMORANDUM

TO: ✓ Garry Milton, Director, Institutional Planning and Research
Elizabeth Morey, Director, Special Projects

FROM: Maria Paradiso, Assistant to the Vice-Rector,
Institutional Relations and Finance

DATE: 27 April 1994

RE: MULTICULTURALISM COMMITTEE

The attached document entitled **ON DEVELOPING A PLAN OF ACTION FOR MULTICULTURALISM AT CONCORDIA UNIVERSITY** was approved by the Office of the Rector on 18 April 1994.

A meeting is planned to discuss Recommendation 3 of the above mentioned report. As confirmed with your office, the meeting is scheduled for Tuesday, 10 May 1994 at 10:00 a.m..

Should you have any questions, please do not hesitate to contact me.

Maria Paradiso

Encl.

cc: Dr. Maurice Cohen

**ON DEVELOPING A PLAN OF ACTION
FOR
MULTICULTURALISM AT CONCORDIA UNIVERSITY**

April 1994

ON DEVELOPING A PLAN OF ACTION FOR MULTICULTURALISM AT CONCORDIA UNIVERSITY

Multiculturalism tries to recover, preserve and win recognition for the variety of cultures in the community and the world. It seeks to redress inequalities resulting from the dominance of one particular culture or race over others, and it promotes awareness, tolerance and respect for human diversity.

Concordia University's mission statement compels the institution to be responsive to its multicultural environment. The 1991 report of the Task Force on Multiculturalism at Concordia University stated that the vision of Concordia in the mission statement "reflects the reality of the most multicultural institution of higher learning in Quebec" but it also urged the institution to design special programmes to address issues of race and ethnic relations. In order to fulfil the goals of the report, the University must *follow through with actions that*, as the report concludes, will accomplish the following:

- "... welcome future generations of students from cultural communities;
- provide them an academic environment in which they can excel;
- introduce them to a wealth of scholarship and teaching provided by excellent role models;
- educate all students to the benefits of interracial harmony; and,
- establish a workable model of higher learning within an educational context that is culturally diverse, racially tolerant and socially just."

One of the major recommendations of the report is to establish "a structure to ensure the promotion of the University's commitment to and implementation of viable action". In order to follow up on the recommendations of the Task Force report, a working group, consisting of Maria Paradiso, Beth Morey, and David Gobby, was established to provide an update on multiculturalism activities and to propose a *method of action for multiculturalism* at Concordia University.

In terms of setting and implementing policies and setting goals and objectives, multiculturalism presents challenges similar to retention and recruitment. The issues are university-wide and require cooperation and coordination between academic and administrative sectors at many levels. *Unlike retention and recruitment, however, there is no committee, department or individual that acts as a coordinating body or that has specific responsibility for monitoring and measuring the effectiveness of multiculturalism efforts at the University.*

Before discussing the need for such a unit, the first step is to ascertain the level of commitment within the University for the goals outlined in the report. One

measure of this commitment will be how prominent multicultural issues appear to be in any long-term and strategic plans for the University.

Recommendation 1:

The work group recommends that multiculturalism be explicitly included in the University's Long Term Development Plan.

...

The Task Force report supported the creation of an Office of Race and Ethnic Relations. This office has not been created and, with the current financial outlook, will not likely be created at present. An alternative first step for insuring that these goals are implemented and reviewed over time would be to include multiculturalism goals and objectives at every level of academic and administrative management. Directly integrating the issue of multiculturalism within the various forms of academic and administrative performance appraisals in the University would accomplish the following:

- Immediately provide a measure for determining the level of commitment for these recommendations;
- Take advantage of existing, permanent structures within the University to require the regular evaluation and review of multiculturalism goals and objectives;
- Promote and facilitate the success and coordination of existing and future efforts throughout the University; and,
- Provide an accessible base of information for future reference.

The ability of the Student Services sector, due to the identified commitment of the Associate Vice-Rector (Student Life), to implement a majority of the Task Force recommendations pertaining to it indicates that this approach can be successful.

Recommendation 2:

The work group therefore recommends multiculturalism be made an explicit and integral part of all appraisal processes in the University.

...

MULTICULTURALISM ISSUES

The following is a partial list of issues that must be addressed concerning multiculturalism at Concordia University:

1. The establishment of overall goals
2. The definition and measurement of multiculturalism
3. Linking multiculturalism with planning processes
4. The need for quantitative and qualitative information on these issues
5. Differentiation of the various multiculturalism processes
6. Clarification of roles in such a complex issue
7. Assuring the effectiveness of multiculturalism strategies.

The same issues-management approach that is being encouraged for the development of a plan for recruitment and retention can be adapted to multiculturalism. Some initial structure to bridge the various sectors and jurisdictions will be necessary and, in the beginning, a group must be selected to identify all the issues to be dealt with, to ensure the flow of information, to facilitate action and to oversee the coordination of multiculturalism efforts at Concordia.

The successful start-up and achievements of the HIV/AIDS Advisory Committee provides a model that can be applied here. This four-person committee was appointed by the Rector as part of the HIV/AIDS policy (C RE-3) enacted in February, 1991. *Its members have expertise in areas pertaining to the issue and the committee oversees and updates University guidelines and endeavours to educate and provide direction to the community in these matters. The Office of the Rector could appoint a small group of acknowledged experts in multiculturalism from within the Concordia community, with at least one member of the group being a stakeholder in the implementation of multiculturalism strategies (a manager in Human Resources, for example).*

Recommendation 3:

The work group recommends that the Office of the Rector *create a Multiculturalism Committee modeled after the HIV/AIDS Advisory Committee.*

The responsibilities of such a group would include:

- *The development of strategies for the Long Term Development Plan;*
- *Monitoring and reviewing multiculturalism efforts at Concordia;*
- *Reporting on multiculturalism on a regular basis;*
- *Making recommendations to the Office of the Rector regarding multiculturalism; and,*
- *Gathering information about these issues and providing such information to the Concordia community.*

•••

CONCLUSION

There are many multiculturalism programmes and projects underway at Concordia University at the present time that can and will accomplish their respective goals and objectives to varying degrees. The aim of making Concordia University a truly multicultural institution will require structural, behavioral and cultural change throughout the University. *There has already been considerable study concerning this issue and Concordia University has many people who have worked on multiculturalism efforts for many years. The work group believes that these recommendations provide the beginning of the type of coordinated action urged by the Task Force report, the report of the Ad Hoc Committee on Multiculturalism for the Dean of Graduate Studies and by the individuals who have contributed to multiculturalism at the University throughout their careers. (Please refer to Appendix.)*

Appendix

The following is a brief list of multiculturalism activities at Concordia University. This list, compiled as of February 1994, is not comprehensive but represents the scope and range of activities around the University. Contact persons are shown in parentheses.

Activity

- Ad Hoc Committee on Multiculturalism and Issues of Equity (Clarence Bayne/ Bob Kavanaugh)

Seagram's application: *Graduate Education at Concordia: The Black and Visible Minority Perspective*. (Clarence Bayne/ Sushil Misra)

- APC/GEMA - Educational Equity Policy (Kathleen Tweedie/Marilyn Taylor)
- Review of Policy on Religious Holy Days (Barbara Mackay, APC)
- Course - *Diversity with Dignity* (Shahrazad Mojab, Applied Social Science)

Seagram' s application: *From Access to Achievement* (S. Mojab/ Bluma Litner/ Richard McDonald)

- Intercultural Training for Student Services, Student Administrative Services, and Security (Claudette Fortier/ Elizabeth Morey)
- Faculty of Commerce and Administration: proposal for Minority Entrepreneurship Institute (Christopher Ross)
- Seagram's Fund: *TA Training for the Next Generation* (W. Gilsdorf, R. Smith, C. Armstrong, G. Decarie, M. Baldwin, C. Kalman)
- Employment Equity (Kathleen Perry)
- Centre for Community and Ethnic Studies (Vered Amit-Talai)
- Joint Chair in Intercultural, Ethnic and Race relations with UQAM (Vered Amit-Talai)
- Lacolle Centre courses on critical thinking and racism (Olivia Rovinescu)

Student Services Response to Multiculturalism Report

The following is a summary of the activities of Student Services in response to the Multiculturalism Report, in the order that the services appear in the report.

General

- Proposal to establish committee to review existing services

Financial Aid

- Director to bring recommendation regarding contacts with ethnic communities to the Attention of Advancement office, Undergraduate Scholarships and awards Committee*
- Visible minority representation on USAC proposed by Faculty Councils and sanctioned by ACPC.*

Orientation

- Multiculturalism to be included in Student Life Orientation and Bridge Newsletter*

Guidance / Health Services /Residence

- Cross-cultural training initiated
- Attention (to multiculturalism) given in hiring
- Referral lists of mental and physical health professionals in the various cultural communities (as proposed by the Multiculturalism Report) exist.

Advocacy and Support Services

International Students

- Policy on international education does not exist
- Staff in International Student Office expanded
- International Students more present in educational process
- Cultural days still need to be better advertised to outside community
- Ongoing training/information sessions for faculty and staff taking place

- Information on students rights, etc. available
- International Student Centre not a reality

Women's Centre

- Responsive to need for presence of visible minorities within structure and programming

Child Care

- Celebrations of various cultures (games, holidays, food, etc.) included. *

Campus Ministry

- On-going efforts to provide services to all groups

Legal Information Services

- Information available
- Peer Helpers from visible minorities *

Services for Disabled Students

- Add participation in cultural communities to promotion and outreach *

Residence

- Diversity of residence staff taking place
- Dealing with problems of discrimination partially in place; support groups to be considered *

Athletics

- Sports teams very diversified

* To be confirmed

MULTICULTURALISM AT CONCORDIA UNIVERSITY

PURPOSE, SCOPE & TYPE OF PLANNING ACTIVITY	HISTORY	DESCRIPTION OF ACTIVITY	CURRENT & FUTURE ACTIVITIES	LINKAGES WITH OTHER PLANNING ACTIVITIES	RESOURCE PERSONS/OFFICES	DOCUMENTATION
<p><u>The purpose of the Plan of Action for Multiculturalism at Concordia University was to provide an update on multiculturalism activities and propose a method of action for implementing the recommendations of the 1991 Task Force on Multiculturalism.</u></p> <p>The scope of this activity is University-wide and requires cooperation and coordination between the academic and administrative sectors. This is an attempt to integrate the concept of multiculturalism in all aspects of the University's planning processes.</p>	<p>In 1991, a Task Force on Multiculturalism released a report that urged the University to follow through with specific actions that would reflect the reality that Concordia is the most multicultural institution of higher learning in Québec. It also recommended the design of special programmes to address issues of race and ethnic relations.</p> <p>In April 1994, a work group that had been mandated to follow up on the Task Force recommendations released a document entitled "On Developing a Plan of Action for Multiculturalism at Concordia University." This document was approved by the Office of the Rector in April 1994.</p> <p><i>presented or approved?</i></p>	<p>The work group's report provides a brief list of multiculturalism activities at Concordia as of February 1994 and proposes a method of action for proceeding with the 1991 Task Force's recommendations.</p> <p>The work group proposed the following:</p> <ul style="list-style-type: none"> • Multiculturalism should be explicitly included in the University's Long-Term Development Plan • Multiculturalism should be made an explicit and integral part of all appraisal activities in the University • The Office of the Rector should create a Multiculturalism Committee modeled after the HIV/AIDS Advisory Committee <p>The report emphasizes that there have been many multiculturalism activities at Concordia that could be better coordinated by the adoption of these recommendations.</p>		<p>Long Term Development Plan</p> <p>Academic Appraisals</p> <p>Academic Planning & Budgeting Process</p> <p>Recruitment and Retention</p>	<p>Assistant to the Vice Rector, Institutional Relations & Finance</p>	<p>Report of the Task Force on Multiculturalism at Concordia University (1991)</p> <p>On Developing a Plan of Action for Multiculturalism at Concordia University (April 1994)</p>

*OK contact
 Maria Paradiso ✓
 → Maria*

DEVELOPMENT OF A PLAN OF ACTION FOR MULTICULTURALISM

@6w.u. prepared for
Dr. Cohen to present to
OR, Mar/94

PURPOSE, SCOPE & TYPE OF PLANNING ACTIVITY	HISTORY	DESCRIPTION OF ACTIVITY	CURRENT STATUS & FUTURE ACTIVITIES	LINKAGES WITH OTHER PLANNING ACTIVITIES	CONTACT PERSONS	DOCUMENTATION
<p><u>The purpose of the Plan of Action for Multiculturalism at Concordia University was to provide an update on multiculturalism activities and propose a method of action for implementing the recommendations of the 1991 Task Force on Multiculturalism.</u></p> <p>The scope of this activity is university-wide and requires cooperation and coordination between the academic and administrative sectors.</p> <p>This is an attempt to integrate the concept of multiculturalism into all aspects of the University's planning processes.</p>	<p>In 1991, a Task Force on Multiculturalism released a report that urged the University to follow through with specific actions that would reflect the reality that Concordia is the most multicultural institution of higher learning in Québec. It also recommended the design of special programmes to address issues of race and ethnic relations.</p> <p>In April 1994, a work group that had been mandated to follow up on the Task Force recommendations, released a plan of action for implementation. } ?</p> <p>- to propose a method of action</p>	<p>The work group that was created to follow up on the recommendations of the 1991 Task Force was mandated to provide an update on multiculturalism activities and to propose a method of action for implementation of the recommendations.</p> <p>The work group proposed the following:</p> <ul style="list-style-type: none"> • Multiculturalism should be explicitly included in the University's long Term Development Plan • Multiculturalism should be made an explicit and integral part of all appraisal activities in the University <p>The Office of the Rector should create a Multiculturalism Committee modeled after the HIV/AIDS Advisory Committee</p>	<p>?????????</p> <p>Marc Parolin.</p>	<p>Long Term Development Plan</p> <p>Appraisals</p> <p>Academic Planning & Budgeting</p> <p>Recruitment and Retention</p>	<p>Assistant to the Vice Rector, Institutional Relations & Finance</p>	<p>Report of the Task Force on Multiculturalism at Concordia University (1991)</p> <p>On Developing a Plan of Action for Multiculturalism at Concordia University (April 1994)</p>

includes brief list of m. activities of Con, as of Feb '94.

many multic. progr. + projects under way at Con.
need to coordinate